

# **EXHIBIT 1**



# CHARGE

Michigan Department of Licensing and Regulatory Affairs  
Employment Relations Commission (MERC)  
Labor Relations Division  
313-456-3510

C14 E-060  
14-009883  
5/16

Authority: P.A. 380 of 1965, as amended.

**INSTRUCTIONS:** File an **original and 4 copies** of this charge (including attachments) with the Employment Relations Commission at: Cadillac Place, 3026 W. Grand Boulevard, Suite 2-750, PO Box 02988, Detroit MI 48202-2988 or 1375 S. Washington St., Lansing MI 48910. The Charging Party must serve the Charge on the opposing side within the applicable statute of limitations, and must file a statement of service with MERC. (Refer to the "How to File a Charge" document under the "Forms" link at [www.michigan.gov/merc](http://www.michigan.gov/merc).)

Complete Section 1 if you are filing charges against an employer and/or its agents and representatives. —or— Complete Section 2 if you are filing charges against a labor organization and/or its agents and representatives.

## 1. EMPLOYER AGAINST WHICH THE CHARGE IS BROUGHT

Check appropriate box:  Private  Governmental

Name and Address: City of Detroit  
Detroit Water and Sewage Dept  
735 Randolph  
Detroit, MI 48226

## 2. LABOR ORGANIZATION AGAINST WHICH THE CHARGE IS BROUGHT

Name and Address:

## 3. CHARGE

Pursuant to the Labor Mediation Act (LMA) or Public Employment Relations Act (PERA) (*cross out one*), the undersigned charges that the above-named party has engaged in or is engaging in unfair labor practices within the meaning of the Act.

On an attached sheet you must provide a clear and concise statement of the facts which allege a violation of the LMA or PERA, including the date of occurrence of each particular act and the names of the agents of the charged party who engaged in the complained of conduct. The charge should describe who did what and when they did it, and briefly explain why such actions constitute a violation of the LMA or PERA.

The Commission may reject a charge for failure to include the required information. However, it is not necessary to present your case in full at this time. Documentary material and exhibits ordinarily **should not** be submitted with this charge form.

4. Name and Address of Party Filing Charge (Charging Party)  
(if labor organization, give full name, including local name and number)

Michigan AFSCME Council 25, AFL-CIO and Locals 207, 2394 & 2920

Telephone Number:  
(313) 964-1711 x2237

5. List ALL related MERC case(s) (if any): \_\_\_\_\_  
(Name of parties)

Case No.: \_\_\_\_\_ Judge: \_\_\_\_\_  
Case No.: \_\_\_\_\_ Judge: \_\_\_\_\_

I have read this charge and it is true to the best of my knowledge and belief.  
Tere McKinney (BSIC)  
Signature of Representative/Person Filing Charge

Email: [tmckinney@afscme.org](mailto:tmckinney@afscme.org)  
Telephone/Cell No.: 313-964-1711

Print Name and Title: Tere M. McKinney, Esq. Staff Attorney  
Fax No.: 313-964-0230

Street Address: 600 W. Lafayette Blvd. 5th floor	City: Detroit	State: MI	Zip Code: 48226
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The Department of Licensing and Regulatory Affairs will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, disability, or political beliefs. If you need assistance with reading, writing, hearing, etc., under the Americans with Disabilities Act, you may make your needs known to this agency.

BER (8/11)

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
LABOR RELATIONS DIVISION

In the Matter of:

City of Detroit, Water & Sewage  
Respondent-Public Employer,

-and-

Unfair Labor Practice Charge

AMERICAN FEDERATION OF STATE  
COUNTY AND MUNICIPAL EMPLOYEES,  
MICHIGAN COUNCIL 25, Locals 207, 2394 & 2920  
Petitioner-Labor Organization,

**PROOF OF SERVICE**

I HEREBY CERTIFY that I served by *Certified Mail* a copy of Charging Party's **Unfair Labor Practice Charge (and Pleadings)** and this **Proof of Service** upon the City of Detroit, Water & Sewage at:

Steven H. Schwartz, Esq.  
Steven H. Schwartz & Assoc., PLC  
31600 West 13 Mile Rd., Ste 125  
Farmington Hills, MI 48334

Terri Conway, Director of Human Serv.  
DWSD  
735 Randolph  
Detroit, MI 48226

City of Detroit Law Department  
660 Woodward Ave., #1650  
First Nat'l Bldg.  
Detroit, MI 48226

I declare that the statements above are true to the best of my information, knowledge, and belief.

BY:

  
Brandon Redli, Support Staff

Dated: May 16, 2014

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
LABOR RELATIONS DIVISION

In the Matter of:

City of Detroit, Detroit Water and Sewage Dept  
Respondent-Public Employer,

**Unfair Labor Practice Charge**

-and-

AMERICAN FEDERATION OF STATE  
COUNTY AND MUNICIPAL EMPLOYEES,  
MICHIGAN COUNCIL 25, and Locals 207, 2394 & 2920  
Charging Party-Labor Organization,

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**CHARGING PARTY-LABOR ORGANIZATION'S UNFAIR LABOR PRACTICE  
CHARGE AGAINST RESPONDENT CITY OF DETROIT- DETROIT WATER AND  
SEWAGE DEPT.**

NOW COMES Charging Party, MI AFSCME Council 25, ("Union") and its affiliated Locals 207, 2394 and 2920, by and through its attorney, Tere M. McKinney, and files this Unfair Labor Practice Charge against Respondent, City of Detroit- Detroit Water and Sewage Dept, ("Employer") and hereby states as follows:

1. The Union is the exclusive bargaining representative of certain classifications within the Detroit Water and Sewage Department.
2. On March 25, 2014, the Employer verbally informed the Union of its plan to move more than 1,100 Union members into other non AFSCME Bargaining Units in what is called an "optimization plan".
3. On April 8<sup>1</sup> 2014, the Employer responded to the Union's request for information with respect to potential changes in job classifications as a result of its optimization plan. Ex. 1

4. As of May 5, 2014, members of the Union are being required to reapply for their current positions as re-titled under the Employer's optimization plan.

5. The Employer has unilaterally sought to alter the unit placement of numerous positions, refused to bargain over the impact of layoffs, changes to wages and other conditions of employment good faith bargaining in violation of PERA 10 (1) (e).

**WHEREFORE**, Charging Party alleges that Respondent has violated section 10(1) (e) of PERA by unilaterally changing a mandatory subject of bargaining and refusing to engage in good faith bargaining with respect to non mandatory subjects. Charging party respectfully asks that the Employer be ordered to take affirmative action to remedy the Unfair Labor Practice:

Respectfully Submitted,



BY: \_\_\_\_\_  
Tere M. McKinney (P71567)  
Counsel for Charging Party-Labor Organization  
Michigan AFSCME Council 25, AFL-CIO  
600 W. Lafayette Blvd., Suite 500  
Detroit, MI 48226  
Phone: 313-964-1711 Ext. 2237  
Fax: 313-964-0230

Dated: 5/16/14

bsr/324iuoeafclio

# Exhibit

1



April 8, 2014

Catherine Phillips, Staff Representative  
AFSCME, Michigan Council 25  
600 W. Lafayette, Suite 500  
Detroit, MI 48226

RE: Information Request dated March 26, 2014

Dear Ms. Phillips:

In response to the above information request, I have enclosed a copy of a guide that describes the "mapping" used for current DWSD job classifications. As requested, a list of Unions that DWSD has assigned to the classifications is as follows:

Accountant – Senior Accountants, Appraisers & Analysts Association  
Customer Service Specialist – AFSCME Local 2920  
Field Service Coordinator – UWA Local 504  
Office Support Specialist – IUOE Local 324  
Procurement Specialist – Senior Accountants, Appraisers & Analysts Association  
Professional Administrative Analyst – N/A  
Service Desk Analyst – N/A  
Investigator – AFSCME Local 207  
Automotive Fleet Technician – AFSCME Local 207  
Electrical Instrumentation Control Technician – Building Trades Council  
Maintenance Technician – Teamsters Local 214  
Plant Technician – IUOE Local 324  
Security Officer – AFSCME Local 207  
Systems Technician – AFSCME Local 207  
Water Technician – AFSCME Local 207

The Optimization Plan implementation is ongoing. We do not have a specific date set to move employees into the various bargaining units.

Sincerely,



Terri Tabor Conerway  
Organizational Development Director

Enclosure(s)

Current Classification	Eligible Assessment Classification
Accountant I	Accountant
Administrative Assistant Grade II, III	Professional Administrative Analyst
Administrative Specialist I	Office Support Specialist Professional Administrative Analyst
Analytical Chemist	Chemist
Assistant Chemical Engineer	Engineer
Assistant Chief W&S Sec. Adm.	Security Lieutenant Security Project Manager Security Sergeant
Assistant Head Sewage Plant Operator	Plant Technician
Assistant Safety Officer	Environmental Health and Safety Coordinator
Assistant Sewerage Plant Laboratory Supervisor	Team Leader
Assistant Storekeeper	Material Management Specialist
Assistant Supt Water Systems Maint & Construction	Manager
Assistant Water Systems Investigator	Investigator Inspector
Assistant Water Systems Chemist	Chemist
Associate Chemical Engineer	Engineer
Associate Civil Engineer	Engineer
Associate Electrical Engineer	Engineer
Associate Mechanical Engineer	Engineer
Auto Mechanic	Automotive Fleet Technician
Repair Foreman	Team Leader
Repair Helper	Automotive Fleet Technician
Operator	Plant Technician

Current Classification	Eligible Assessment Classification
Bricklayer	Field Services Technician
Building & Grounds Maintenance Supervisor	Not Mapped
Building Attendant A	Not Mapped
Building Operations Supervisor	Not Mapped
Building Operator I	Not Mapped
Building Trades Helper	Maintenance Technician
Building Trades Worker-General	Maintenance Technician
Business Systems Support Specialist I.	Professional Administrative Analyst
Business Systems Support Specialist II	Application Analyst
	Database Analyst
	Infrastructure Administrator
	Manager - IT Service Delivery
	Manager - IT Infrastructure
	Manager - IT Application Delivery
	Professional Administrative Analyst
	Project Manager
	ServiceDesk Analyst
Carpenter Foreman	Maintenance Technician
	Team Leader
Carpenter Sub-Foreman	Maintenance Technician
Chemical Engineer	Engineer
Clerk	Office Support Specialist
Commercial Operations Specialist I, II, III	Customer Service Specialist
Construction Equipment Foreman	Field Services Technician
	Team Leader
Construction Equipment Operator	Field Services Technician
Construction Equipment Operator - 50 Ton Crane	Field Services Technician
Construction Inspector	Inspector

Current Classification	Eligible Assessment Classification
Control Instrument Technician Foreman	Electrical Instrumentation Control Technician
Control Instrument Technician Sub-Foreman	Electrical Instrumentation Control Technician
Customer Service Representative I, II, III	Customer Service Specialist
Customer Service Supervisor	Not Mapped
Data Processing Programmer Analyst / Database Administrator / Dept IT Network Specialist	Application Analyst
	Database Administrator
	GIS Analyst
	Infrastructure Administrator
	Project Manager
	Service Desk Analyst
Delivery Driver	Material Management Specialist
Electrical Repair Worker	Electrical Instrumentation Control Technician
Electrical Repair Worker - General	Electrical Instrumentation Control Technician
Electrical Worker - Apprentice	Electrical Instrumentation Control Technician
Electrical Worker - General	Electrical Instrumentation Control Technician
Electrical Worker Sub Foreman	Electrical Instrumentation Control Technician
Elevator Mechanic	Not Mapped
Engineer of Water Systems	Engineer
Engineer of Wastewater Systems	(Engineer)*
Engineering Support Specialist II	(Engineering Technician)*
	Inspector
Environmental Specialist III	Not Mapped
Executive Secretary I, II, III	Office Support Specialist (Professional Administrative Analyst)*
Field Operations Supervisor	Not Mapped
Field Services Representative	Field Services Technician

Current Classification	Eligible Assessment Classification
Finish Carpenter	Maintenance Technician
Finish Painter	Maintenance Technician
Garage Attendant	Not Mapped
General Auto Mechanic	Automotive Fleet Technician
General Blacksmith	Field Services Technician Maintenance Technician
General Machinist	Maintenance Technician
General Manager	Manager
General Welder	Field Services Technician Maintenance Technician
Graphic Designer	Public Affairs Specialist
Head Clerk	Office Support Specialist
Head Construction Inspector	Inspector
Head Engineer	Engineer Manager
Head Governmental Analyst	Professional Administrative Analyst
Head Sewage Plant Operator	Plant Technician
Head Storekeeper	Material Management Specialist
Head Water Plant Operator	Chemist Water Technician
Horseshoer	Not Mapped
Human Resources Generalist	Human Resources Generalist
Human Resources Technician	Human Resources Generalist (Professional Administrative Analyst)*
Intermediate Governmental Analyst	Professional Administrative Analyst

Current Classification	Eligible Assessment Classification
Intermediate Data Processing Programmer Analyst / Information Technology Client Support Assistant / Information Technology Networks Manager	Application Analyst Database Administrator GIS Analyst Infrastructure Administrator Project Manager Service Desk Analyst
Industrial Waste Control Manager	Not Mapped
Junior Chemist	Chemist Water Technician
Junior Clerk	Office Support Specialist
Junior Governmental Analyst	Professional Administrative Analyst
Machinist Sub-Foreman	Maintenance Technician Team Leader
Mail Processor	Office Support Specialist
Maintenance Millwright	Maintenance Technician
Manager I, II	Manager
Master Electrician of Record	Electrical Instrumentation Control Technician
Mechanical Helper	Maintenance Technician
Messenger	Office Support Specialist
Microbiologist	Chemist
Microcomputer Support Specialist	Application Analyst Database Administrator GIS Analyst Infrastructure Administrator Manager - IT Service Delivery Manager - IT Infrastructure Manager - IT Application Delivery Project Manager Service Desk Analyst
Office Assistant I, II, III	Office Support Specialist
Office Automation Support Assistant	Office Support Specialist
Office Management Assistant	Office Support Specialist

Current Classification	Eligible Assessment Classification
Offset Printer	Not Mapped
Painter Foreman	Maintenance Technician
Park Maintenance Foreman	Not Mapped
Park Maintenance Sub-Foreman	Not Mapped
Park Maintenance Worker	Not Mapped
Permit Investigator - Water Services	(Customer Services Specialist)*
Pitometer Technician	Not Mapped
Plant Equipment Operator Mechanic	(Plant Technician)
Plant Maintenance Foreman	Maintenance Technician Team Leader
Plant Maintenance Mechanic	Maintenance Technician
Plant Maintenance Sr. Foreman	Maintenance Technician Team Leader
Plant Maintenance Sub-Foreman	Maintenance Technician Team Leader
Plumber	Field Services Technician Maintenance Technician
Plumber Apprentice	Maintenance Technician
Preventive Maintenance Coordinator	Team Leader
Principal Accountant	Accountant
Principal Analytical Chemist	Chemist
Principal Clerk	Office Support Specialist
Principal Data Processing Programmer Analyst	Application Analyst Database Administrator GIS Analyst Infrastructure Administrator Project Manager Service Desk Analyst

Current Classification	Eligible Assessment Classification
Principal Governmental Analyst	Professional Administrative Analyst
Principal Graphic Designer	Not Mapped
Principal Purchases Agent	Procurement Specialist
Process Control Center Operator	Maintenance Technician
	Plant Technician
	Systems Technician
Process Control Center Supervisor	Maintenance Technician
	Plant Technician
	Systems Technician
Process Control Network Administrator	Not Mapped
Process Control System Administrator	Not Mapped
Process Control System Manager	(Manager)*
Promotional Activities Assistant	Public Affairs Specialist
Publicist I	Public Affairs Specialist
Purchases Agent I, II, III	Procurement Specialist
Purchasing Assistant	Procurement Specialist
Repair Mechanic	Maintenance Technician
Safety Officer	Environmental Health and Safety Coordinator
Security Specialist	Security Lieutenant
	Security Sergeant
	Security Specialist
Sr. Accountant	Accountant
Sr. Analytical Chemist	Chemist
Sr. Assistant Arch. Engineer	Engineer
Sr. Assistant Chemical Engineer	Engineer
Sr. Assistant Civil Engineer	Engineer
Sr. Assistant Electrical Engineer	Engineer

Current Classification	Eligible Assessment Classification
Sr. Assistant Mechanical Engineer	Engineer
Sr. Associate Civil Engineer	Engineer
Sr. Associate Electrical Engineer	Engineer
Sr. Associate Mechanical Engineer	Engineer
Sr. Auto Repair Foreman	Team Leader
Sr. Clerk	Office Support Specialist
Sr. Construction Inspector	Inspector
Sr. Data Processing Equipment Operator	Application Analyst
	Database Administrator
	GIS Analyst
	Infrastructure Administrator
	Project Manager
	Service Desk Analyst
Sr. Data Processing Programmer Analyst	Application Analyst
	Database Administrator
	GIS Analyst
	Infrastructure Administrator
	Project Manager
	Service Desk Analyst
Sr. Data Processing Telecommunications Technician	Application Analyst
	Database Administrator
	GIS Analyst
	Infrastructure Administrator
	Project Manager
	Service Desk Analyst
Sr. GIS Support Technician	GIS Analyst
Sr. Governmental Analyst	Professional Administrative Analyst
Sr. Industrial Wastewater System Investigator	Investigator
Sr. Info Tech Client Support Assistant	Application Analyst
	Database Administrator
	GIS Analyst
	Infrastructure Administrator
	Project Manager
	Service Desk Analyst

Current Classification	Eligible Assessment Classification
Sr. Pitometer Tech	Not Mapped
Sr. Promotional Activities Assistant	Public Affairs Specialist
Sr. Service Guard – Water	Security Lieutenant Security Project Manager Security Sergeant
Sr. Sewage Plant Operator	Plant Technician
Sr. Storekeeper	Material Management Specialist
Sr. Supervisor of Mechanical Maintenance	Field Technician Team Leader
Sr. Teller	Customer Service Specialist
Sr. Training Specialist	Training Specialist
Sr. Voucher Audit Clerk	Office Support Specialist
Sr. Water Distribution System Investigator	Investigator
Sr. Water Meter Mechanic	Field Technician
Sr. Water Plant Operator	Systems Technician Water Technician
Sr. Water Systems Chemist	Chemist
Sr. Water Systems Laboratory Technician	Chemist
Sr. Water Systems Maintenance Dispatcher	Field Services Coordination Specialist
Sr. Water Systems Mechanic	Field Services Technician
Service Guard – Public Utility	Security Officer Security Sergeant
Service Information Clerk	Not Mapped
Sewage Plant Attendant	Plant Technician
Sewer Inspector	Not Mapped
Sewage Plant Laboratory Supervisor	Chemist Team Leader

Current Classification	Eligible Assessment Classification
Sewage Plant Operation Superintendent	Team Leader
Sewage Plant Operator	Plant Technician
Sewage Plant Supervisor	Plant Technician Team Leader
Sheet Metal Worker	Maintenance Technician
Steamfitter	(Maintenance Technician)*
Storekeeper	Material Management Specialist
Stores Operations Supervisor	Material Management Specialist
Superintendent of Engineering	Manager
Superintendent of Building & Mechanical Maintenance	Manager
Superintendent of Operations	Manager
Superintendent of Water Sys Maint. & Constr.	Manager
Supervising Building Attendant - Grade I, II	Not Mapped
Supervising Service Guard Gr. I,II	Security Lieutenant Security Project Manager Security Sergeant
Supervisor of Filtration	Chemist Water Technician
Supervisor of Printing	Not Mapped
Supervisor of Industrial Waste Control-Field Investigation	Not Mapped
Supervisor of Water Systems Maintenance & Construction	Not Mapped
Survey Technician	Inspector
System Programming Coordinator	Application Analyst Database Administrator GIS Analyst Infrastructure Administrator Project Manager Service Desk Analyst

Current Classification	Eligible Assessment Classification
Telecommunication Center Supervisor	Not Mapped
Teller	Customer Service Specialist
Vehicle Operator I,II,III	Field Services Technician
Wastewater Plant Maintenance Superintendent	Team Leader
Wastewater Process Controller	Plant Technician
Wastewater Systems Training Superintendent	Training Specialist
Wastewater Treatment Plant Technician	Plant Technician
Water Meter Foreman	Field Services Technician
	Team Leader
Water Meter Mechanic	Field Services Technician
Water Meter Worker	Field Services Technician
Water Plant Attendant	Water Technician
Water Plant Operator	Water Technician
Water Production & Operation Manager	Manager
Water Systems Chemist	Chemist
Water Systems Control Instrument Technician	Electrical Instrumentation Control Technician
Water Systems Helper	Field Services Technician
Water Systems Investigator	Investigator
	Inspector
Water Systems Maintenance Dispatcher	Field Services Coordination Specialist
Water Systems Mechanic	Field Services Technician

Current Classification	Eligible Assessment Classification
Water Systems Repair Worker	Field Services Technician
Water Systems Foreman	Field Services Technician
	Team Leader
Water Treatment Plant Manager	Manager
Web Editor (content)	Public Affairs Specialist

\*Classifications in parenthesis were assigned by HR